



# National Child Care Information Center

*A service of the Child Care Bureau*

NCCIC

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## RESOURCES on MEN in the CHILD CARE FIELD

Working in child care presents an opportunity to have a positive impact on the lives of children and their families. Research supports the importance of the relationship between a caregiver and a child in a child care setting. Men in child care have a valuable role, including showing boys what they can become and providing all children with models of nurturing males. Listed alphabetically, the following is a sample of organizations and resources with information about men in the child care field. They address the barriers to involvement of men in child care and strategies for increasing the number of qualified men in the field.

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### NATIONAL ORGANIZATIONS AND RESOURCES

#### ■ Child Care Information Exchange (CCIE)

P.O. Box 3249

Redmond, WA 98073-3249

800-221-2864

World Wide Web: <http://www.ccie.com>

CCIE is a bi-monthly magazine for administrators of early childhood programs that features many articles on working together with families. The following articles relate to recruiting, hiring, retaining, and supporting male staff:

- “History of Men in ECE” (March/April 2005).
- “Myths about Men Who Work with Young Children” (November/December 2004), by Bryan G. Nelson, describes the myths that prevent male caregivers from getting the acceptance and support they need.
- “When the Director is a Man” (September/October 2002), by Dennis Reynolds, describes the challenges facing men working in the position of director.
- “Hiring and Retaining Male Staff – Men in Child Care – Part II” (January/February 1999) discusses effective strategies for recruiting and retaining men in the child care field.
- “Recruiting Male Volunteers to Build Staff Diversity: Men in Child Care – Part 1” (September/October 1998) provides information about men in the child care field.

■ **MenTeach**

P.O. Box 6778

Minneapolis, MN 55406-0778

612-724-3430

World Wide Web: <http://www.menteach.org/index.html>

MenTeach is a national nonprofit organization, founded in 1979 as the Men in Child Care and Elementary Education Project. It serves as a clearinghouse for research, education, and advocacy with a commitment to increase the number of men teaching young children in early and elementary education. Resources available through MenTeach include:

- *The Importance of Men Teachers and Reasons Why There Are So Few: A Survey of Members of NAEYC* (2002), by Bryan G. Nelson, reports the findings from the largest national study of men and women's attitudes about men working in early and elementary education. It provides details about the history of education, problems men face, and solutions to the low number of men teachers.
- *Men in Child Care and Early Education: A Handbook for Administrators and Educators* (1992), eds. Bryan G. Nelson and Bruce Sheppard, is the first book written about men in child care. This resource includes sections on challenges that men face in the child care field, including information about preventing accusations of abuse, and solutions about recruiting and retaining more men in early education.

Ordering information about these and other resources is available on the MenTeach Web site at <http://www.menteach.org/pages/items.html>.

■ **National Association for the Education of Young Children (NAEYC)**

1509 16<sup>th</sup> Street NW

Washington, DC 20036

800-424-2460

World Wide Web: <http://www.naeyc.org>

NAEYC is dedicated to improving the well-being of all young children, with particular focus on the quality of educational and developmental services for all children from birth through age 8. NAEYC is the world's largest nonprofit organization working on behalf of young children with more than 100,000 members and a national network of nearly 450 local, State, and regional Affiliates.

NAEYC'S Men in Education Network Interest Forum is open to members and is designed to recruit and retain men in early childhood education by communicating the importance of men working with young children and their contributions to the healthy development of children, emphasizing the need for concerted efforts to recruit more men into the field, and encouraging and supporting men already in the field to remain in the profession.

NAEYC's resources related to male involvement with children and child care include the following:

- *Real Men or Real Teachers? Contradictions in the Lives of Men Elementary School Teachers* (2001), by Paul Sargent, from Men's Studies Press, discusses men's relationships with female peers, alternative teaching styles, positions as role models, and extra nonteaching duties. Additional information is available on the Web at [http://www.naeyc.org/shoppingcart/Itemdetail.aspx?Stock\\_No=129&Category=C&SText=real%20men%20or%20real%20teachers](http://www.naeyc.org/shoppingcart/Itemdetail.aspx?Stock_No=129&Category=C&SText=real%20men%20or%20real%20teachers).
- *Careers for Men in Early Childhood Education* (2001), by Bruce Cunningham, is a brochure developed by men for men to let them know about the many possible early childhood jobs. Additional information is available on the Web at [http://www.naeyc.org/shoppingcart/Itemdetail.aspx?Stock\\_No=594&Category=C&SText=careers%20for%20men](http://www.naeyc.org/shoppingcart/Itemdetail.aspx?Stock_No=594&Category=C&SText=careers%20for%20men).

*Young Children* is NAEYC's bi-monthly journal. The November 2002, issue of *Young Children* highlights "Men in the Lives of Children." It includes the following articles about men working in the child care field:

- "Men Don't Care?" (November 2002), in *Young Children* Vol. 57, No. 6, by Kay Sanders, examines the challenges faced by male students in early childhood education courses and later in their selected profession. Sanders encourages early childhood educators to make the culture of the profession more open to male perspectives and experiences and suggests ways to create support for men in the field. This resource is available on the Web at <http://www.journal.naeyc.org/search/item-detail.asp?page=2&docID=2814&sesID=1112305036073>.
- "More Men in Early Childhood Education? Why?" (November 2002), in *Young Children* Vol. 57 No. 6, by James Elicker, argues that if early childhood professionals are truly committed to the values of diversity and equal opportunity, they will work to increase the participation of men in the field. Beginning steps to increase male involvement are outlined. Additional information is available on the Web at <http://www.journal.naeyc.org/search/item-detail.asp?page=1&docID=2804&sesID=1112305036073>.
- "Under the Glass: Conversations with Men in Early Childhood Education" (November 2002), in *Young Children*, Vol. 57, No. 6, by Paul Sargent, presents findings from interviews with men who work in early education settings, and reviews the work of other researchers. The article outlines obstacles the men face in their work lives, including intense scrutiny not experienced by their women colleagues and being assigned work tasks based on gender, not ability. Additional information is available on the Web at <http://www.journal.naeyc.org/search/item-detail.asp?page=2&docID=2815&sesID=1112305036073>.

"Beyond the Journal" is a section of the NAEYC Web site that complements *Young Children's* topical issues and features additional resources along with full-text articles. The November 2002 "Beyond the Journal" highlights "Men in the Lives of Children," and provides a cluster of

articles on fathers and male teachers. This resource is available on the Web at <http://www.journal.naeyc.org/btj/200211/>. Contents include the following:

- “Online Resources about Men in the Lives of Children” is available on the Web at <http://www.journal.naeyc.org/btj/200211/OnlineResources.pdf>.
- “Recruiting Male Teachers” (November 2002), by Bruce Cunningham and Lemuel W. Watson, available on the Web at [http://www.journal.naeyc.org/btj/200211/PrinterFriendly\\_RecruitingMaleTeachers.pdf](http://www.journal.naeyc.org/btj/200211/PrinterFriendly_RecruitingMaleTeachers.pdf).
- “Connecting Men on the Internet: How the NAEYC Men’s Education Network Interest Forum Grew Using the ECEMEN-L Listserv,” by Bernard Cesarone and Bruce Sheppard, is available on the Web at <http://www.journal.naeyc.org/btj/200211/ConnectingMenontheInternet.pdf>.

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#### ADDITIONAL RESOURCES

■ “Directors’ Perceptions About Male Involvement in Early Childhood Programs” (Summer 2004), *Research Notes*, by the Center for Early Childhood Leadership (now the McCormick Tribune Center for Early Childhood Leadership), presents the results of a study of 336 directors of early care and education programs in 17 States concerning their perceptions about male involvement in early childhood programs. Data indicate that a majority of directors believe it is important for children to have male teachers; however, the strength of their conviction is directly related to the age level of the child. Ninety-five percent of directors felt it was important for school-age children to have male teachers; whereas, only 67 percent felt it was important for infants and toddlers to have male teachers. Directors believe that low wages largely account for the lack of participation by men in the early childhood workforce, but they also acknowledge that most male teachers experience gender discrimination in the workplace. Data suggest that gender stereotyping negatively impacts the professional involvement of men in the care and education of young children. Strategies are offered for recruiting male teachers. This resource is available on the Web at [http://cecl.nl.edu/research/issues/rn\\_summer2004.pdf](http://cecl.nl.edu/research/issues/rn_summer2004.pdf)

■ “Encouraging Men to Enter the Field of Child Care: What Can Be Done?” (December 2000), in *Early Child Development and Care* Vol. 165, by Linda Huber and James Stroud, examines the barriers men face in entering early childhood education and suggests some ways to overcome the obstacles that keep more men from choosing the field. For additional information, contact Linda Huber at 765-285-8567 or James Stroud at 765-285-8563.

The National Child Care Information Center does not endorse any publication, organization, or resource.

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